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HUMAN RESOURCES MANAGEMENT

Report of the Fifth Committee (Part IV)

Rapporteur: Mr. Larbi DJACTA (Algeria)

I. INTRODUCTION

1. The previous recommendations made by the Fifth Committee to the General Assembly under agenda item 113, entitled "Human resources management", appear in the reports of the Committee contained in documents A/49/802 and Add.1 and 2.

2. In addition to the documents listed in paragraph 3 of document A/49/802 and paragraph 2 of document A/49/802/Add.1, the Fifth Committee had before it the following documents:

(a) Report of the Secretary-General on the reform of the internal system of justice in the Secretariat (A/C.5/49/60/Add.1 and 2 and Add.2/Corr.1);

(b) Report of the Secretary-General on the revised costs of staff representation activities during the biennium 1990-1991 (A/C.5/49/63);

(c) Report of the Secretary-General on the costs of staff representation activities during 1992, 1993 and 1994 (A/C.5/49/64);

(d) Note by the Secretary-General transmitting the statement by the Administrative Committee on Coordination on the status of women in the secretariats of the United Nations system (A/C.5/49/62);

(e) Conference room paper on the practice of the use of retirees in the United Nations Secretariat.

3. The Fifth Committee considered the item further at its 59th, 61st, 63rd and 66th meetings, on 26 and 30 June and 11 and 14 July 1995. Statements and

observations made in the course of the Committee's further consideration of the item are reflected in the relevant summary records (A/C.5/49/SR.59, 61, 63 and 66).

II. CONSIDERATION OF PROPOSALS

A. Draft decision proposed by the Chairman

4. At the 59th meeting, on 26 June, the Under-Secretary-General for Administration and Management made a statement (see A/C.5/49/SR.59), in the course of which he introduced the report of the Secretary-General entitled "Reform of the internal system of justice in the United Nations Secretariat" (A/C.5/49/60/Add.1 and 2 and Add.2/Corr.1).

5. At the same meeting, on the proposal of the Chairman, the Committee decided to recommend to the General Assembly that it defer considerations of that report to the fiftieth session in the light of the recommendations and observations of the Advisory Committee on Administrative and Budgetary Questions thereon (see para. 9).

B. Draft resolution A/C.5/49/L.65

6. At the 66th meeting, on 14 July, the representative of Australia, following informal consultations, introduced a draft resolution (A/C.5/49/L.65) and orally revised it by adding a new operative paragraph at the end of the text, which read as follows:

> "6. Authorizes on an exceptional basis during the fiftieth session a derogation from the decision in paragraph 5 above with a view to maintaining the maximum effectiveness of Conference Services."

7. At the same meeting, the Committee adopted draft resolution A/C.5/49/L.65, as orally revised, without a vote (see para. 8).

III. RECOMMENDATIONS OF THE FIFTH COMMITTEE

8. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Human resources management

The General Assembly,

Having considered the relevant reports on human resources management submitted by the Secretary-General during the resumed forty-ninth session of the General Assembly, 1/

Noting with concern the conference room paper on the practice of using retirees in the United Nations Secretariat,

1. Reiterates its support for the Secretary-General towards the development of a management environment and culture in the Organization that is supportive of having staff members perform to their maximum potential, effectiveness and efficiency;

2. Takes note with appreciation of the statement on the status of women in the secretariats of the United Nations system adopted by the Administrative Committee on Coordination at its first regular session of 1995 and requests members of the Committee to report on the implementation of the proposals contained therein;

3. Requests the Secretary-General to develop a comprehensive policy on the use of retirees that includes appropriate internal controls to ensure that the compensation received by those retirees does not exceed the existing cap on those payments and to report thereon to the General Assembly at its fifty-first session;

4. Also requests the Secretary-General to ensure that the policy will be consistent with the Regulations of the United Nations Joint Staff Pension Fund;

5. Decides that, pending consideration of the policy on the use of retirees during the fifty-first session of the General Assembly, no former staff member who is in receipt of a pension benefit from the United Nations Joint Staff Pension Fund shall receive from any United Nations funds more than US$ 12,000 in total in any calendar year;

6. Authorizes on an exceptional basis during the fiftieth session a derogation from the decision in paragraph 5 above with a view to maintaining the maximum effectiveness of Conference Services.

9. The Fifth Committee recommends to the General Assembly the adoption of the following draft decision:

1/ A/C.5/49/60/Add.1 and 2 and Add.2/Corr.1, A/C.5/49/62, A/C.5/49/63 and A/C.5/49/64.

Human resources management

The General Assembly decides to defer to its fiftieth session consideration of the report of the Secretary-General entitled "Reform of the internal system of justice in the United Nations Secretariat" 2/ in the light of the recommendations and observations of the Advisory Committee on Administrative and Budgetary Questions thereon.

2/ A/C.5/49/60/Add.1 and 2 and Add.2/Corr.1.